

The Impact of Personality Styles on Workers' Professional Adjustment in The Light of Modern Organizations



Received: 05/01/2025; Accepted: 12/05/2025

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Abstract

The success of every organization is related to the extent of its ability to provide active human resources and achieve its goals. As the worker is a human being before being a producer characterized by independence and his love of achieving wealth, so giving priority to him before the organization is the secret of its success. Therefore, seeking to understand his desires and needs can contribute to raising his morale and the level of professional adjustment at work. Through our article, we concluded that understanding an individual's personality contributes to achieving professional adjustment also contributes to developing his skills and improving his performance in order to achieve the organization's future goals.

Keywords

Personality;
Personality styles;
professional adjustment;
worker;
Organization.

الكلمات المفتاحية

الشخصية؛
أنماط الشخصية؛
التوافق المهني؛
الفرد العامل؛
المنظمة.

أثر أنماط الشخصية على التوافق المهني لدى العمال في ضوء النظم الحديثة

ملخص

يرتبط نجاح كل منظمة بمدى قدرتها على توفير موارد بشرية فعالة التي تسمح بتحقيق أهدافها. فالفرد قبل أن يكون عاملا هو بالأساس إنسان يتميز بالاستقلالية وحبته لتحقيق الثروة، بالتالي فإن إعطاء الأولوية للفرد العامل قبل المنظمة هو سر نجاح هذه الأخيرة. لذلك فإن البحث عن الفرد والسعي لفهم رغباته واحتياجاته يمكن أن يساهم في رفع معنوياته ومستوى توافقه المهني في العمل. وقد توصلنا من خلال هذا المقال إلى أن فهم شخصية الفرد يساهم في تحقيق توافقه في العمل ويساهم في تطوير مهاراته وتحسين أدائه بما يحقق أهداف المنظمة المستقبلية.

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Doi: <https://doi.org/10.34174/0079-036-002-022>

I- Introduction:

The role of psychology in its various branches emerges in the search for what can develop the individual and improve himself in a way that makes him effective and productive and highlights his role and place in the organization and its structure, starting from identifying his culture, values, attitudes and behaviors. Which are the source of his socialization, based on which the individual is built either healthy or disturbed, as personality plays its role in establishing the existence of the individual and his choices of professions and his role in the organization, in addition to the development of his personality that would determine his success and continuity in it. Based on the above, it can be said that understanding the personality of the individual working in the organization can relieve it from making an additional effort in selecting, training and framing him and can contribute to placing him in the place that suits him and his potential so that he is comfortable and compatible with his position.

It is worth mentioning that working to promote professional compatibility is a major goal, as the working individual needs to adapt to the work position and be creative in it, as the feeling of poor compatibility reduces the individual's potential and makes him unable to achieve the goals of the organization. Especially if he does not feel comfortable and belong, as professional compatibility contributes to improving his performance level due to his presence in a healthy environment and a stable climate.

In addition, occupational compatibility is one of the factors that push the individual to develop himself and improve his performance. It also contributes to positive interaction in the organization to achieve its goals, and works to improve production quantitatively and qualitatively, as making good decisions and assuming responsibilities requires competent human resources capable of anticipating and seizing opportunities.

This cannot be achieved in an unhealthy environment that does not take into account the individual's abilities, skills, needs and personal goals, so organizations need to identify everything that surrounds the individual and improves his psychological, physical and mental health. The organization also needs to identify the characteristics of the working individual that distinguish him from other workers. By recognizing his personality in its various patterns and working to focus on the traits that are suitable for the work position in order to achieve Frederick Taylor's principle of: "putting the right person in the right place" for his abilities, skills and potential.

In light of the above, we can ask the following question: What is the impact of personality style on workers' professional adjustment in the light of modern organizations?

II- Personality:

II.1. The concept of personality:

Carl Jung and Sigmund Freud are among those who used the term persona as an expression of that role that an individual plays wearing a mask that corresponds to that role in the theater of life through dealing with people and in his interactions with others.¹

There are also other reasons for adopting this term: For the actor himself to take off the dress of the role he represents, or maybe to appear before the eyes with a certain appearance and a special meaning, or to make it difficult to recognize the character.²

Gordon Allport's definition of personality: "It is the organized movement within the human psychological and physical system determines its unique ability to adapt to the environment."³

Watson also believes that personality: "It encompasses the individual's creation, personal preferences and abilities."⁴

According to A.Kutiev, the idea or concept of professional adjustment is based on 3 basic elements:

- Conformity between the working individual and the work position so that he feels comfortable and adapts to its requirements (means of production, consultation and dialog, training...).
- Professional adjustment varies from person to person in terms of speed and level.
- The necessary information and communication must be provided during the performance of work.⁵

Eysenck believes that personality is a fixed organization related to temperament, character, mind, and physical structure, which gives him individuality and determines his compatibility with his environment.⁶

Stern believes that personality is a polymorphic unity, and the individual does not reach perfection in achieving that unity, but he always aims for it.

Pernis also says that personality is the sum total of an individual's internal organic predispositions, inclinations, appetites and instincts.⁷

According to Lersch, the concept of human or individual is related to the term person, as general psychology had a role in explaining the humanizing whether at the individual level or in his relationship with others, with the identification of his psychological characteristics through the study of temperament and manifestations of the expression of psychological life.⁸

Personality can be defined as "individual differences in characteristic patterns of thinking, feeling, and behavior".⁹

On the other hand, Catle believes that personality is the subject that concerns everything that we can predict when a person is placed in a certain situation, through his behaviors that define his personality traits and divide them according to specific patterns.¹⁰

According to André Lalande, personality is: "the psychological function by which a person can be considered as a person with behaviors."¹¹

Personality is considered as a very basic issue in psychology, Catle and before him, Allport emphasized that the psychology of personality is an essential center for understanding the various fields of psychology as it occupies a strategic position around which all psychological issues are centered and closely related to them. (Huber, 1995)

Therefore, personality is classified according to the unique patterns of thoughts, feelings and behaviors that distinguish a person from others, which is a product of both biology and environment, and remains constant throughout life. There are a large number of theories about personality, and different schools of thought in psychology influence

many of these theories, and some theories describe how personalities are expressed, and others focus more on how personality develops.¹²

We can attribute the difficulty of finding a comprehensive concept of personality to the presence of many researchers that addressed the subject from their point of view and according to their principles. We can also say that the concept itself is dominated by the nature of the hypothetical, in addition to its comprehensiveness, which touches many aspects, including the psychological, mental and physical aspect.

II. 2. Personality characteristics:

Through the previous definitions and our familiarization with the concept of personality, we came up with a number of characteristics:

- Personality defines the traits that are common to individuals.
- Personality is not static, but is constantly changing as a result of the interaction between its constituent elements.
- Personality is integrated and interactive.
- Pluralism and diversity.
- A number of mental, physical and psychological variables influences personality.
- Personality includes the idea of time, as personality has a past and present history.

We can identify a number of goals that motivate us to study personality, which are as follows:

- Understanding an individual's personality can contribute to identifying and satisfying their needs.
- Helping the individual to choose his life path, whether on a personal, social or professional level.
- Resolving conflicts and issues between individuals resulting from incompatibility between personality traits.
- Understanding personality allows us to modify behavior and serving the individual and society.
- Building good and healthy relationships between individuals.

II. 3. Personality styles:

Personality patterns express the various psychological processes that are associated with individuals and that constitute a common denominator between them. Also, express the dynamic interaction that is formed due to the integration of the three components in the construction of personality: feelings, thinking and instinct.

A personality type is a category or class of individuals who share the same general traits or differ from each other in the degree to which they are characterized by these traits. In addition, it is defined as a habitual tendency or characteristic way of a person.¹³

We can identify a number of characteristics of personality types as follows:

- Personality types change with context, the growth and the development of individuals.
- Personality types are a clarification of the personality in terms of thinking and behavior, i.e. they act as a guide.
- Each type has strengths and weaknesses, and the individual must balance these in order to achieve psychological stability.

III– Adjustment:

III.1 The concept of adjustment:

In psychology, adjustment refers to the behavioral process of balancing conflicting needs, as adjustment disorder occurs when there is an inability to make a standard adjustment to some needs or pressures in the environment.

According to Gates, adjustment means the ability of humans to change their behavior to produce a more harmonious relationship between them and their environment.¹⁴

We can consider adjustment as an individual's ability to adapt to various personal and social variables so that harmony is achieved between the individual and his environment, as this maintains his mental health, stability, and sense of satisfaction.

III.2 The importance of adjustment:

Based on the above definitions, we can say that adjustment is a broad concept related to many areas of life, as its importance lies in the following:

- Achieving good mental health and emotional balance.
- Creating positive interactions and relationships with others.
- Satisfying psychological, social and professional needs.
- Minimize conflicts and deviations resulting from incompatibility.
- Building a productive and balanced society that seeks to achieve progress and prosperity in various fields.
- Contributes to the preservation of identity and the transmission of cultural and social heritage from generation to generation.

III.3 Characteristics of adjustment:

The most important characteristics of adjustment include the following:

- Helps the individual to control his behaviors and emotions.
- Empowering self-reliance and responsibility.
- Professional adjustment develops love and trust among workers.
- Professional adjustment allows the worker to feel a sense of belonging and organizational identity a lifelong career.¹⁵

III.4 Professional adjustment:

The professional adjustment is the comprehensive growth of the individual, which helps to develop the mental and social abilities and skills to perform his professional work effectively.¹⁶

Based on the above definitions, it can be concluded that professional adjustment is the placement of an individual in a work position that suits his characteristics, which makes him able to interact with various social, organizational and environmental variables.

We can also say that professional adjustment expresses the individual's compatibility with the changes in the work environment, through the congruence between the individual and his needs on the one hand and the social and environmental requirements on the other hand.

Finally, we can define professional adjustment as the ability of the individual to adapt to the general climate of the organization in its various personal, social and organizational dimensions, in addition to his adaptation to the

external environment to provide him with the necessary mechanisms that help him to interact positively with the various variables surrounding him.

III.5 Dimensions of professional adjustment:

Professional adjustment is divided into three basic dimensions, which we can clarify as follows:

1. Personal dimension: Professional adjustment is closely related to the individual's capabilities and decisions as well as his private life, in addition to facing the various circumstances he lives in or outside the scope of work.

2. Social dimension: This dimension focuses on everything that concerns the individual as part of a society, where in this case it is necessary to pay attention to the individual's attitudes and values. In addition to his relationships with others and his ability to interact with them in a normal manner, as the individual's social life is reflected in his professional relationships and socialization plays a role in making the individual's relationships.

3. Organizational dimension: This dimension is related to the organization through the various processes that are carried out and the tasks assigned to workers and work requirements, as it plays a major role in achieving professional adjustment. The presence of the individual in appropriate working conditions that provide health and hygiene conditions can contribute to maintaining his psychological and physical health; on the contrary, if there are shortcomings in the requirements, it increases the burden of the worker, as this affects his motivation as well as his health.¹⁷

III.6 Importance of professional adjustment:

Achieving professional adjustment is considered one of the goals that the organization seeks to reach because of the advantages it can achieve, and from our point of view, the importance of professional adjustment lies in the following:

- The contribution of professional adjustment in increasing the level of motivation of the worker.
- The professional adjustment helps Reducing organizational conflicts and rumors, as well as maintaining balance and stability at all organizational levels.
- The professional adjustment Increases the individual's sense of belonging to the organization, which contributes to raising the level of organizational loyalty.
- The professional adjustment helps to increasing the effectiveness of communication and group dynamics, which facilitates the flow of various processes and motivates the worker to improve his performance level.
- Achieving organizational effectiveness and overall quality through workers' sense of organizational identity.
- The professional adjustment Increases the level of commitment to tasks and responsibilities, reduces absenteeism and work accidents, and puts an end to various personal, social, and professional obstacles.
- It raises the level of worker satisfaction.

IV- The Impact of Personality Styles on Workers' Professional Adjustment in The Light of Modern Organizations:

The rapid changes in the work environment that institutions have witnessed in recent decades have made organizations and researchers in this field pay great attention to everything related to the human resource, as it is the only one capable of achieving development. As the worker is considered one of the basic units in the organization and pushing him to perform tasks and assume responsibilities can only be achieved by identifying him from his various psychological, physical and mental aspects as well as his aspirations, inclinations and expectations. As work is considered a social and economic necessity in the life of the individual, as work is considered a social and economic necessity in the life of the individual.

However, placing an individual in a work position that is not commensurate with him and his capabilities has become one of the issues that organizations fall into due to specialization, the multiplicity of professions and the different ways of performing. As the era of technology has witnessed many issues related to the changes in professions that have made the individual need to make a greater effort to learn and train. In addition to the need for mental and psychological capabilities that would contribute to facilitating the flow of tasks.

This is due to the individual's upbringing and the environment, because of a set of traits that would determine his behaviors and actions towards different situations and circumstances ,therefore, identifying the internal components of workers enables the organization to choose the best human resources that would achieve its goals and maintain its position among the organizations.

If we consider that the goal of psychology is to reveal the general laws of behavior, we actually aim to determine the human personality in one way or another, and determine the behavioral patterns that the individual follows in his actions and relations with others, whether in the external environment or work. No organization can work efficiently without continuous interaction between individuals and groups at different levels, and the topic of personality is one of the important topics that have occupied and still occupy an important place in psychology in various fields.

Personality is one of the most central topics in psychology in all its branches, including social psychology, but the study of personality from different perspectives has really deviated from addressing the psychology of personality.

From this point of view, it can be said that personality is one of the most difficult concepts in psychology due to its expansion according to many currents and schools that have researched this topic. Especially Allport, who identified more than fifty definitions of personality and explained that the word personality takes four basic meanings personality, expresses what the individual shows and not what he is in reality. It can also be considered as a set of qualities that appear on the individual in addition to the role he plays and the set of qualities that indicate his status and self-importance.

Therefore, personality differs in its meaning according to the trends and according to his scientific interests, but nevertheless there is agreement that personality is a complex composition characterized by being relatively constant, as each individual has a set of characteristics that contribute to his interaction with all the environmental and social variables.

In the other hand, socialization plays a role in forming the personality of the individual and making it more solid through a set of social and religious controls characteristics that contribute to his interaction with all the environmental and social variables that surround him.

In addition to that, socialization plays a role in forming the individual's personality and making it more solid through a set of social, religious and value controls, which affect the human being. In addition, build certain traits classified under a specific pattern where the latter is relied upon in determining the way in which the individual adapts to himself and others in the environment to which he belongs.

Personality plays an important role in recognizing the individual and understanding how he interacts with the environment with its various social and organizational variables, as it is considered one of the most complex components as it is affected by several factors, including genetic, environmental and social factors that make the individual behave accordingly with the various situations that surround him. Especially since understanding the personality of the worker and determining its pattern has become one of the biggest challenges that every organization aims to achieve, identifying all the psychological, social and organizational requirements of the individual. In order to achieve his goals, using all the mechanisms that affect him according to the pattern to which he belongs with the emergence of the importance of the working individual in organizations. It made the actors pay attention to his ambitions and desires.

Besides, understanding the worker's behavior and needs, as this can help to predict and control in a way that maintains the stability of the organizational institution, and it is inevitable to say that maintaining a stable climate can achieve many advantages, most importantly psychological balance and social adjustment in organizations.

It must take into account that a worker who suffers from poor adjustment with work requirements cannot contribute to achieving the goals of the organization or developing his career path, as professional adjustment is characterized as a continuous dynamic process that changes according to the circumstances and factors surrounding the workplace and its interactions with various organizational levels. Furthermore, the intervention of the individual's personal aspects, which are the extent of his ability to accept change and deal with various situations, and the availability of the requirements for performing tasks from physical, psychological, social and mental abilities and skills.

When a worker chooses a particular profession, he expresses his personality through it, as the individual's knowledge of his abilities, skills and goals contributes greatly to determining the profession that makes him comfortable and adapted to it. In order to achieve a certain model that he uses in his life and from that it can be said that his inclination to the profession depends on the personality style with all its traits.

Therefore, being in an unsuitable work environment that does not match his personal traits may affect the outputs of the organization and its objectives because the traits determine and direct his behavior and the lack of suitable conditions may lead to negative reactions of the worker towards the institution. Which results in many issues such as conflicts, absenteeism, procrastination at work, mistakes and work accidents, which are the result of the individual's lack of understanding of his role. So he finds himself in a place that is not suitable for him, as the institution does not achieve satisfaction of his needs, self-fulfillment and does not correspond to his traits.

Overall, achieving effectiveness in the organization requires a match between the characteristics of the individual and the requirements of the job, as determining the appropriate personality type to perform tasks requires the effectiveness of organizational processes such as selection, guidance, training and work to determine the individual's tendency to a particular profession based on his personality type.

V- Conclusion:

Personality is one of the topics that have received a great deal of attention because understanding and interpreting the human being can greatly contribute to predicting and controlling his future behavior by identifying the elements of his personality and its components. That would determine his nature and his interaction with various environmental variables, which will leads to achieve professional adjustment.

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